

Transparency of value transfers in favor of doctors

Payments to HCPs

Bayer strives to promote transparency in its financial relations with healthcare professionals. Bayer believes this attitude will help build confidence in the innovative pharmaceutical industry.

Research collaboration benefits patients and society

Cooperation between the pharmaceutical industry and healthcare professionals has brought a number of innovative medicines and changed the impact of many diseases on our lives. At Bayer, we believe that working closely with healthcare professionals and continuing to educate them is key to achieving better results for the benefit of the patients we strive to help.

As a Bayer company, it works with healthcare professionals

How Bayer cooperates with healthcare professionals

The pharmaceutical industry and healthcare professionals work together on a range of activities in pre-clinical research, clinical development, clinical practice and patient outcomes.

Healthcare professionals, who are the primary point of contact with patients, provide invaluable expertise on patient outcomes and disease management. This plays a key role in optimizing our efforts to improve patient care, treatment options, and patient outcomes.

Example of cooperation no. 1: Clinical trials Patients need the right medication

Close collaboration between our in-house experts and external researchers and healthcare professionals brings a wealth of invaluable medical knowledge from around the world, which can only benefit patients. We firmly believe that by sharing this expertise, we will be able to better understand serious diseases and accelerate the development of better drugs. The attending physician and other health care professionals conduct clinical trials in study centers in accordance with a clinical study protocol approved by health authorities, institutional control bodies, and ethics committees. These collaborators are therefore the main link with the patients participating in the clinical trials and are responsible for collecting the data. Healthcare professionals and organizations deserve a reward for the expertise and time they contribute to a successful clinical trial.

More information about clinical trials is available [here](#)

Example of cooperation no. 2: Supporting doctor education

Patients need the best informed doctors

Bayer develops innovative medicines. In order to guarantee their responsible use, new forms of treatment need to be introduced and explained to healthcare professionals. That is why we support the education of health professionals at congresses and trainings. This gives doctors access to the latest medical research and can prescribe the best treatment options for their patients. Only in this way can we fulfill our commitment to promote the proper use of the new forms of treatment we have developed. Science events are just one of many resources for educating physicians.



Pharmaceutical industry - healthcare professionals:

Strictly regulated partnership

In cooperation with medical professionals, we proceed in accordance with existing laws and regulations, which clearly define the interaction between the pharmaceutical industry and healthcare professionals, e.g. with health care laws and industry codes. In addition, these rules govern various transparency regulations, such as the US Transparency and Access to Public Information Act, the EFPIA Disclosure Code in force in Europe, and various local legal disclosure requirements. We fully respect the independence and integrity of these professionals.



Implementation of the EFPIA Disclosure Code

As a member of the European Federation of Pharmaceutical Industries and Associations (EFPIA) and in accordance with the values recognized by our company, we fully identify with the EFPIA Code of Disclosure. Bayer will publish information on payments and benefits provided to healthcare professionals and healthcare organizations on its global and local websites as required by this Code.

What is the EFPIA Disclosure Code about?

Bayer fully supports greater transparency in the relationship between the pharmaceutical industry and healthcare professionals and organizations, and therefore ensures compliance with the EFPIA Disclosure Code.





40 leading European companies operating in 33 countries have committed to implementing the EFPIA Code of Disclosure

EFPIA Disclosure Code (full title: Code of Practice of the European Federation of Pharmaceutical Industries and Associations in the field of disclosure of transfers of value by pharmaceutical companies to healthcare professionals and organizations) is a voluntary commitment requiring all EFPIA member companies to: publish information on transfers of value to healthcare professionals and healthcare organizations. In accordance with this Code, all EFPIA member companies, including Bayer, will disclose all direct and indirect, monetary and non-monetary transfers of value related to the development and placing on the market of prescription-only medicinal products for human use. The first disclosure of information related to payments made in 2015 will take place by June 2016 at the latest. This disclosure process will be repeated in subsequent years for each reporting period.



Remuneration level

Healthcare professionals will be rewarded for their expertise and services they provide to the pharmaceutical industry. The level of payments and value transfers depends on the type of activity, the level of expertise and the amount of time. The allowable level of remuneration is affected by several factors, such as the local level of income, applicable laws and existing

codes. The key principle is a fair remuneration at market value for the services provided, so that fees are not misused to unduly influence healthcare professionals in treatment decisions.



Individual or aggregate disclosure?

Transfers of value to healthcare professionals will be reported on an individual or aggregate basis. As the EFPIA Code of Disclosure is a duty based on the pharmaceutical industry's own initiative, personal data protection laws in most European countries allow for individual disclosure only with the express consent of the healthcare professional concerned. Unless the healthcare professional consents to individual disclosure, then transfers of value to that healthcare professional will only be reported on an aggregate basis. In some countries, consent must also be obtained from healthcare organizations. Transfers of value related to R&D will only be reported in aggregate, as provided for in the EFPIA Disclosure Code.



Data Privacy

Bayer fully respects the security and privacy requirements. Therefore, we apply multi-level measures to protect data in accordance with the principles of personal data protection, as required by local and global authorities, which at the same time monitor compliance with these principles. In addition, we disclose personal information only with the prior written

consent of the healthcare professional concerned. We have put in place mechanisms to ensure a high level of data security that protects data from external attacks and manipulation. In addition, only our internal staff responsible for collecting data and preparing reports have access to the personal data to be disclosed.



Full Disclosure

In our opinion, only full disclosure provides a true picture of our relationship with the healthcare professional, so we will not disclose any partial information at the individual level. Any refusal to disclose information about a particular activity is considered by Bayer to be a general disapproval of disclosure. In this case, all value transfers will be reported on an aggregated basis, using the reporting template established by EFPIA.



Disclosure Report

Learn how we collect and disclose transfers of value to healthcare professionals and gain access to the disclosed data.

Disclosure of transparent data

In accordance with the EFPIA Transparency Code, Bayer discloses payments and other benefits to healthcare professionals and healthcare organizations related to the development and commercialization of prescription drugs.

This disclosure includes payments and other payments within four basic categories:

Categories	Value transfers	
	Healthcare professionals	Healthcare organizations
Gifts and grants	-	Whether cash or other
Events	<ol style="list-style-type: none"> 1. Registration fees 2. Travel and accommodation expenses 	<ol style="list-style-type: none"> 1. Sponsorship 2. Registration fees (if applicable) 3. Travel and accommodation expenses
Services and advice	<ol style="list-style-type: none"> 1. Fees 2. Contractually agreed related expenses (e.g. including travel, accommodation, and registration fees) 	
Research and development	Charges, travel and accommodation expenses and other related costs, which are covered in connection with the services	



More information about our Methodology for publishing transparent information

The general rules of the EFPIA Transparency Code apply to all member firms that report payments and other benefits to healthcare professionals and healthcare organizations in a predetermined format. However, decisions on some details of the reporting methodology are left to individual companies to allow for the necessary flexibility and adaptation to internal processes. This methodological note will enable you to understand how Bayer documents and publishes relevant information in the Slovak Republic.